Book	Policy Manual
Section	2000 - Administration
Title	Equal Employment Opportunity
Code	2111
Status	Active
Adopted	June 13, 2000
Last Revised	June 21, 2021

EQUAL EMPLOYMENT OPPORTUNITY

("The Board")

The Colchester Board of Education ~~(the "Board")~~ is an equal opportunity employer committed to making employment decisions on the basis of an individual's qualifications and abilities. The Board does not discriminate in any employment practice on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, gender identity or expression, or any other protected characteristic, except in the case of a bona fide occupational qualification.

The Board is committed to recruiting and retaining a diverse team of talented professionals, teachers, administrators, and staff who bring an array of perspectives and experiences to the district.

The Board

All personnel policies and practices of ~~the Colchester Board of Education~~ will be in accord with equal employment opportunity practices as determined by state and federal legislation. A job description and required qualifications for a position to be filled will be made available to all applicants. Equal employment opportunity means that equal employment possibilities are available to all protected groups and that no individual will be discriminated against because of race, gender, color, religion, national origin, age, sex, sexual orientation, disability, or unrelated abilities to perform the duties of the position.

~~The district's staffing plan should be designed to ensure that the public schools are continuously moving toward integrated staff at all levels, in all schools, and in other areas throughout the system.~~

~~The Board believes in the importance of the district's practices to support the concept of staff balance. Within each group of employees there will be represented, when possible, a cross-section of employees of different gender, racial and ethnic backgrounds, and length of administrative and teaching experience.~~

~~Under the balanced-staff concept, the staff and students will benefit greatly by having exposure to a diverse staff.~~

Legal

Executive Order 11246 - Equal Employment Opportunity

Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e

Age Discrimination in Employment Act, 29 U.S.C. Sec 621.Executive Order 11246.

Connecticut Constitution Article I, Section 20; Amendment

Amendment V Equal Rights Protection Amendment

Conn. Gen. Stat. §46a-51 (8), (17), (18) Definitions.

Conn. Gen. Stat. §46a-58(a) Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. Restitution.

Conn. Gen. Stat. §46a-60 Discriminatory employment practices prohibited.

Conn. Gen. Stat. §46a-79 State policy re employment of criminal offenders.

Conn. Gen. Stat. §46a-80 Denial of employment based on prior conviction of crime. Inquiry re prospective employee's past convictions. Dissemination of arrest record prohibited.

Conn. Gen. Stat. §10-153 Discrimination on the basis of sex, gender identity or expression or marital status prohibited.

PA 91-58 An act concerning discrimination on the basis of sexual orientation

Policy committee recommends removal of last three paragraph because it is too prescriptive and already outlined in the Board approved Educator Diversity Plan submitted to the state of CT.